

FAQS ERA TALENTS 2022 ([HORIZON-WIDERA-2022-TALENTS-03](#))

As of 2022-09-12 (listed in the same order as FAQs on FTOP)

- ❖ **Can costs of materials for workshops/trainings/etc. during secondments (e.g. laboratory consumables used during training) be funded?**

The grant covers expenses related to the ERA Talents participating organisations and individual talents hosted/seconded (administrative costs, training costs, travel and subsistence costs and salaries for seconded staff, and costs associated with dissemination & communication and knowledge transfer).

- ❖ **Why is it advantageous for the seconding organisations to promote job mobility? Doesn't that mean they would leave the company?**

For participating staff members, the project should offer new skills acquisition and career development perspectives. A mandatory return phase for every cross-border secondment from a widening country has to be included in the secondment methodology, equal to the duration of the secondment, but not more than 12 months. Support, excluding salaries, for such return phase on the grant is allowed for up to 12 months after the first secondment, within the duration of the grant. A return phase is not mandatory for mobility within the same country or secondment from a non-widening to a widening country.

Preference will be given to actions that propose secondment mechanisms offering improved and more sustainable career prospects to the ERA talents (e.g. with follow-up position at the sending organisation after the secondment duration), thus maximising the impact of the action for knowledge sharing and long-term collaboration.

- ❖ **Do we have to outline in the proposal a recruitment procedure for the participants of the secondments, or do we propose concrete candidates for secondments?**

Proposers are requested to provide an estimate of the number of 'ERA talents' the action is going to provide with a mobility opportunity. Concrete candidates for secondment are not requested at the application stage, unless it is already 100% clear.

- ❖ **How many secondments can there be per project? What is the duration of a secondment? Can stays be distributed over different hosts?**

ERA Talents action focusses on consortia, establishing a methodology for intersectoral mobility of multiple employees. Staff can be seconded once or multiple times within the project duration. The total number of secondments and the length of each exchange is the choice of the consortium, within the limits of the specific conditions of the call.

Secondments must last between 3 and 24 months for the same staff member (independently of the number of organisations the staff is seconded to). The secondment of a staff member may be split into several stays with one or several beneficiaries.

❖ **Can only current staff of the consortium partners be seconded, or also new staff?**

Current staff as well as new staff can be seconded. However, supported staff members must be actively engaged in or linked to R&I activities or R&I support activities for at least 6 months (full-time equivalent) at the sending institution before the first period of secondment.

❖ **What are 'knowledge brokers and data stewards'?**

Next to supporting mobility of researchers and innovators, ERA Talents action is also explicitly open to exchanges of other research and innovation staff, such as research managers, research infrastructure operators, technology transfer officers, knowledge brokers, data stewards, etc.

Knowledge brokers are research & innovation support staff, liaising between university departments and relevant business sector or other non-academic entities, contributing to optimise knowledge circulation, and better respond to needs from external stakeholders.

Data stewards are research support staff who administer data within an organisation or institution, ensuring the quality and fitness for purpose of the organisation's data assets, incorporating processes, policies, guidelines and responsibilities on data, in compliance with regulatory obligations.

❖ **Are PhD students eligible to benefit from ERA Talents?**

In the 2022 call, doctoral candidates are excluded. This restriction will be lifted in the 2023-2024 work programme.

❖ **What is the difference between ERA talents and ERA fellowships?**

ERA Fellowships are aligned in content and procedure with the MSCA Postdoctoral Fellowships, a Training and Mobility Action targeting individual postdoctoral researchers with a host organisation in a widening country.

ERA Talents projects are Coordination and Support Actions, targeting consortia of regional or national funders with academic and non-academic entities, developing a joint intersectoral exchange programme that focusses on researchers, innovators and/or other research & innovation talents.

❖ **Does “intersectoral mobility” involve only companies, or can it be e.g. a cluster, knowledge multiplier, public entity hosting an innovation department, etc.?**

Participating organisations must include partners from both academic and non-academic sectors, as defined in the [Work Programme](#), and may include umbrella organisations or national/regional associations thereof, such as a cluster or association of companies, a local network of business and city actors, chamber of commerce, knowledge multiplier, a pan-European research infrastructure, etc.

❖ **Are there any age limitations for participants in ERA Talents?**

There are no restrictions regarding the age of the staff being seconded on ERA Talents. In the 2022 call for proposals, doctoral candidates are, however, excluded.

❖ **Must the coordinator of ERA Talents come from a Widening country?**

Yes. Applications must be submitted by a consortium including at least three independent legal entities in three different EU Member States or Horizon Europe Associated Countries, at least two of which established in a different Widening Country. Participation as coordinators to the call is limited to legal entities established in Widening countries, as defined in the Horizon Europe regulation. In addition, the consortium needs to demonstrate clear benefit of the proposed secondment methodology for widening countries, including the perspective to allocate 70% of the budget for secondments for the benefit of widening countries.

❖ **Is there a fixed price that has to be paid to the supported staff for the secondment, or does it depend on each organisation?**

No unit costs or fixed prices are determined for the ERA Talents. Consortia may decide to use the unit cost system of MSCA, or establish their own level of support to be provided to the seconded staff, appropriate to realising one or more of the European Commission's objectives regarding intersectoral mobility.

❖ **Do supported staff members need to be paid by the sending institution, or can they work unpaid prior to the secondment?**

The organisation needs to prove a contractual employment or other form of contractual collaboration, remunerated or non-remunerated, fee- or non fee-based between the organisation and staff, prior to the secondment, ensuring that the secondment leads to knowledge transfer, but it does not necessarily mean staff has to be on the payroll of the organisation. In addition, the staff member shall be reintegrated after his/her secondment.

❖ **I am working at the university as grant officer, could I apply for secondment at another university or must it be outside of academia?**

ERA Talents action aims at supporting training and mobility of researchers, innovators, and other research and innovation talents across sectors with a particular focus on widening countries. Secondments should be between different sectors (from academic to non-academic or vice versa) and they should all include a widening dimension.